



# Federal Cybersecurity Workforce

**Federal Computer Security Managers' Forum**  
**February 14, 2017**



# Presentation Outline

- I. New Cybersecurity Codes
  
- II. CyberCareers.gov



# Background on Cybersecurity Codes

- 2013: Began identifying and coding Federal positions with cybersecurity functions
- Codes align to National Initiative for Cybersecurity Education (NICE) Cybersecurity Workforce Framework
  - Standardization
  - Common set of tasks, KSAs



# Background on New Cybersecurity Codes

- Federal Cybersecurity Workforce Assessment Act enacted December 18, 2015



# Background on New Cybersecurity Codes

- Requirements of Act:
  - OPM to align Federal cybersecurity coding of positions to the revised NICE Cybersecurity Workforce Framework
  - Agencies to identify and assign a code to all encumbered and vacant positions with information technology, cybersecurity, and cyber-related functions



# Background on New Cybersecurity Codes

- Requirements of Act (cont'd):
  - Agencies to identify cybersecurity work roles of critical need
  - OPM to identify critical needs for the cybersecurity workforce across the Federal Government



# Guidance for Assigning New Cybersecurity Codes



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Washington, DC 20415

JAN 04 2017

The Director

MEMORANDUM FOR HEADS OF EXECUTIVE DEPARTMENTS AND AGENCIES

FROM:

BETH F. COBERT  
ACTING DIRECTOR

Subject:

Guidance for Assigning New Cybersecurity Codes to Positions with  
Information Technology, Cybersecurity, and Cyber-Related Functions

I am pleased to share guidance that explains how agencies will institute the updated procedures for assigning codes to Federal cybersecurity positions. This guidance supports the U.S. Office of Personnel Management's (OPM) role with implementing the Federal Cybersecurity Workforce Assessment Act. Additionally, coding and identifying our cybersecurity workforce is important foundational work to better managing these critical positions.



# Guidance for Assigning New Cybersecurity Codes

- Must assign 3-digit codes to encumbered and vacant positions with information technology, cybersecurity, and cyber-related functions
  - Managers, CIO, HR work together
  - Review and code Position Descriptions
  - May assign up to three of the 3-digit codes to a position
  - Complete coding by April 2018
  - (See new codes in handout)

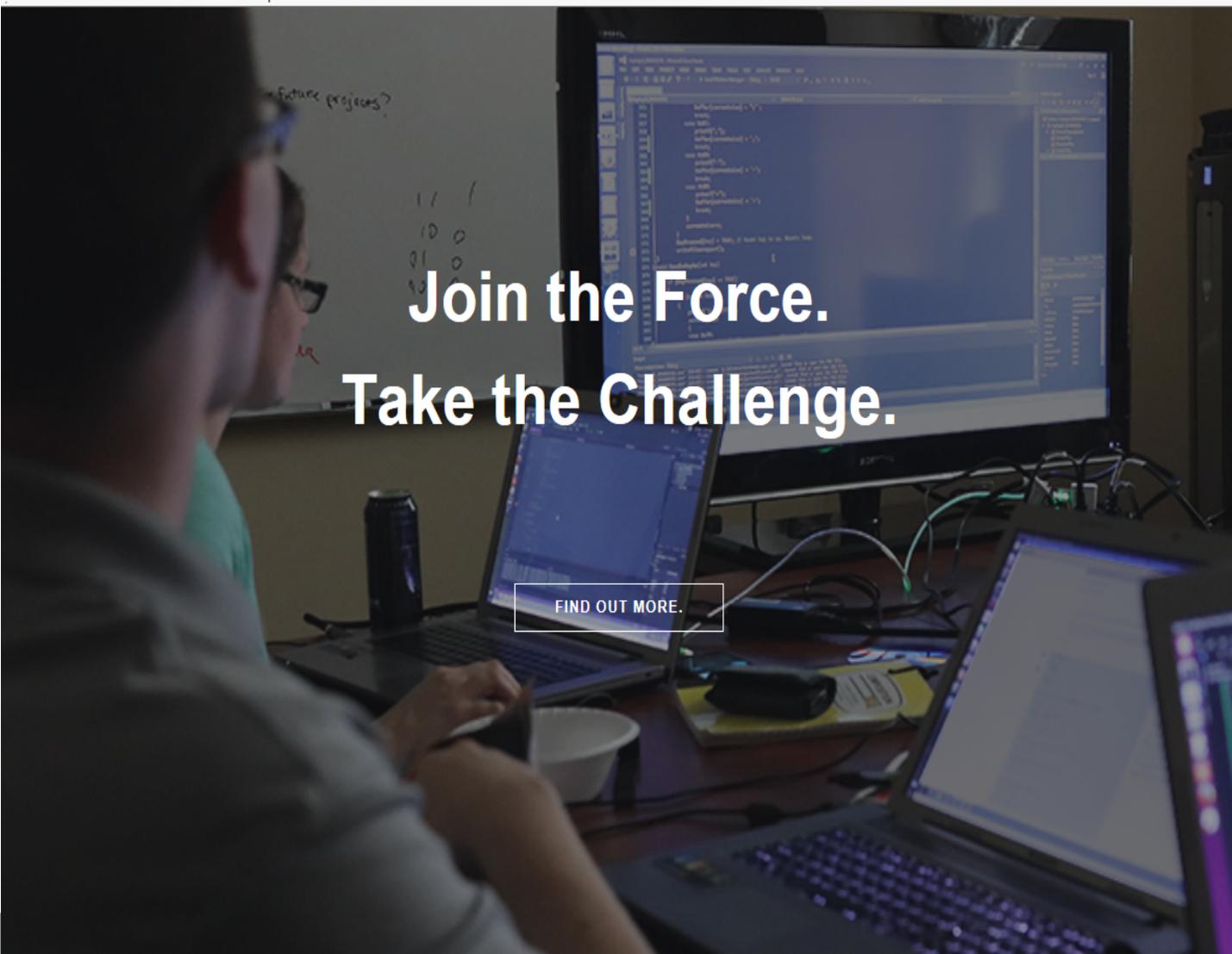


## Resources

- Refer to MAX for periodic updates and helpful resources
  - <https://community.max.gov/display/HumanCapital/Cybersecurity+Workforce+Assessment+Law#>



# CyberCareers.gov



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# Questions?





## Points of Contact

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**\*BACKUP SLIDES\***



# Guidance for Assigning New Cybersecurity Codes

- Aligning to NICE Framework is beneficial:
  - Identifying critical needs
  - Enhancing recruitment of needed skills
  - Hiring needed skills
  - Training and development